

A WELFARE-TO-WORK INITIATIVE

"IT'S THE **RIGHT THING** TO DO . . .

FOR OUR COMPANY
and FOR OUR COUNTRY"

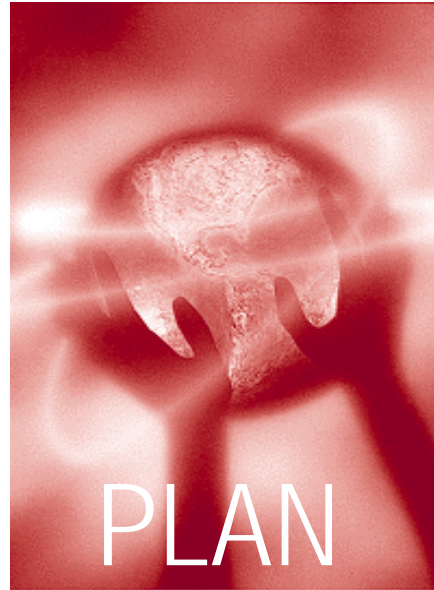


THE DOCUMENT COMPANY
XEROX



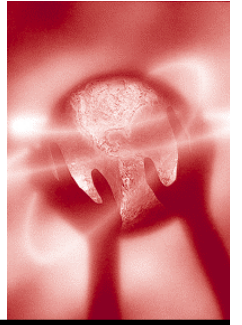
"Today, we are ending welfare as we know it.
But I hope this day will be remembered, not
for what it ended, but for what it began."

President Bill Clinton
August 1996
Signing of the welfare reform bill



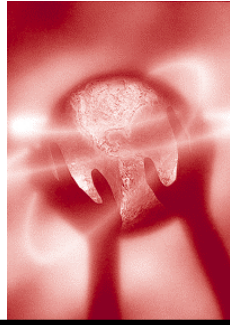
- Proactively provide job opportunities in support of welfare reform
- Successfully sustain welfare-to-work incumbents in their assignments
- Create a new source of entry workers
- Let success speak for itself. Communication will be response oriented and well prepared
- responsive to our principle of being a socially responsible learning organization

LESSONS LEARNED



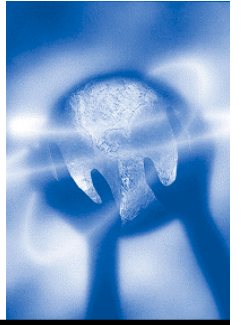
- Strong community partnership programs and support needed for special workforce requirements
- Quality more important than quantity
- Financial incentives should not be the primary goal
- Participant's motivation & attitude are key
- Companies must be proactive and "reach out" to communities and participants to be successful

SUCCESS MEASUREMENTS



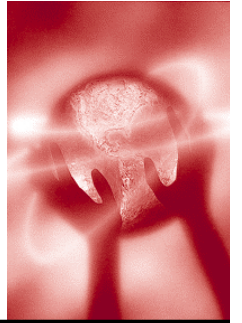
- Number of welfare-to-work placements
- Retention consistent with other XBS employees and temporaries
- Advancement and/or skill development
- Community organizations engaged and meeting standards

MENTOR PROGRAMS



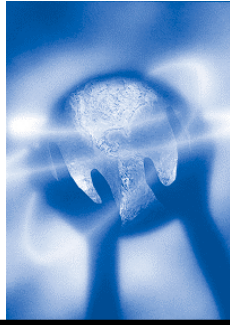
- **“Friends at Work”**
- **“Genesis”**

FRIENDS at WORK



- **Support program for new hires** in partnership with Women In Community Service (WICS)
- **Simple concept** . . think of first day at work . . we can all use a friend at work
- Match **Leaders** and **Learners**
- Videos, collateral and training materials developed
- **Extra benefit** . . designed to be available for all new hires

GENESIS

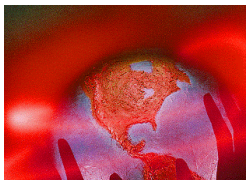


- **XBS/XFCU collaboration**
- **Pre-approved Line of Credit**
- **Pre-approved VISA Card**
- **Personal Member Service Representative**
- **12-month Educational Program**
- **Program available only to “Re-Entry to Work” participants within XBS**

A WELFARE-TO-WORK INITIATIVE

"IT'S THE RIGHT THING TO DO . . .

FOR OUR COMPANY
and FOR OUR COUNTRY"



THE DOCUMENT COMPANY
XEROX